

Faculty Compensation Guidelines

In addition to each school's approved Compensation Plan, the following guidelines apply to all schools with direct faculty appointments.

All schools are strongly encouraged to set faculty compensation in a structured format with some or all of the following components: core, discipline specific, augmentation, and supplements. Core salary plus discipline specific salary equals base salary. This structured format facilitates annual salary adjustments based on performance while also providing for a "baseline" number. Core salary represents the minimum level of compensation for faculty at each rank.

The current minimum compensation levels (core salaries) for faculty members at a given rank are as follows for all UTHealth schools:

Instructor:	\$ 60,000
Assistant Professor:	70,000
Associate Professor:	80,000
Professor:	90,000

Augmentation is an at-risk component of faculty compensation and may fluctuate during the fiscal year based on the faculty member's performance and productivity as well as the financial performance and productivity of the department. Supplements are generally awarded upon the assumption of substantial additional duties and responsibilities beyond those required for the institutional annual base salary. Such supplements are discontinued when the faculty member is no longer responsible for the additional duties. Additional discretionary incentives may also be utilized, but are typically backed out of the annualized salary and offered independently.